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Women's Industrial Council (Great Britain)

What the council is and does

London

1911

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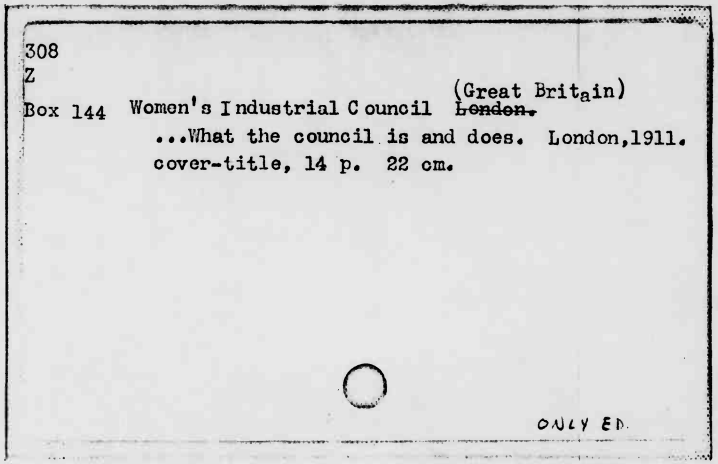
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What the Council is and does

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7, JOHN STREET
ADELPHI, LONDON
W.C. 1911

WOMEN'S INDUSTRIAL COUNCIL

7, JOHN STREET, ADELPHI, LONDON, W.C.

Vice-Presidents—

H.E. THE COUNTESS OF ABERDEEN.
THE LADY BATTERSEA.
MISS CLEMENTINA BLACK.
HERBERT BURROWS, ESQ.
GEORGE CADBURY, ESQ.
STEPHEN N. FOX, ESQ.
MISS AGNES HITCHCOCK.
THE LADY PENTLAND.
MRS. HERBERT SAMUEL.
ANEURIN WILLIAMS, ESQ.

Hon. Consulting Solicitor and Financial Secretary—
ROBERT S. GARNETT, ESQ.

Hon. Treasurer—
THE RT. HON. SYDNEY BUXTON, M.P.

Secretary and Treasurer—
MISS WYATT PAPWORTH, M.A.

Hon. Assistant Secretary—
MISS D. M. ZIMMERN, B.A.

Executive Committee.
Chairman—MISS CLEMENTINA BLACK.
Deputy Chairman—MRS. HERBERT SAMUEL.
Secretary and Treasurer—MISS WYATT PAPWORTH, M.A.

Education Committee.
Chairman—MRS. FREDERIC FRANKLIN.
Hon. Secretary—MISS E. M. ZIMMERN.

Investigation Committee.
Chairman—MISS CLEMENTINA BLACK.
Hon. Secretary—MISS M. S. BARLOW, B.A.

Legal Committee.
Chairman—MISS B. L. HUTCHINS.
Deputy Chairman—SIR J. A. BAINES, C.S.I.
Hon. Secretary—MISS V. M. SHILLINGTON, D.Sc.

Publications Committee.
Chairman—MISS B. L. HUTCHINS.
Hon. Secretary—MISS WYATT PAPWORTH.

Training School Committee.
Chairman—MRS. MILLINGTON.
Hon. Treasurer—MRS. FREDERIC FRANKLIN.
Hon. Secretary—MISS E. M. ZIMMERN.

A.T.C Advisory Committee.
Chairman—MRS. FREDERIC FRANKLIN.
Hon. Sec.—MISS HELEN TAGART.

Usual Days of Meeting.

The Executive Committee ...	...4th Thursdays, at 2-30 p.m.
The Education Committee...	...3rd Mondays, at 5 p.m.
The Investigation Committee	...2nd Mondays, at 3 p.m.
The Legal Committee ...	...4th Mondays, at 5 p.m.
The Publications Committee	...No regular days.
The Training School Committee	...No regular days.
The A.T.C. Advisory Committee	...1st Fridays, at 10-30 a.m.

Visitors are welcomed at the meetings of all the Committees except the Executive.

EIGHT QUESTIONS AND AN INDEX.

1. Do you want to know more about the conditions under which women and girls in industries live and work?

The Reports of the Investigation Committee of the Women's Industrial Council will tell you. See page 5.

2. Do you desire that industrial conditions shall be improved, and will you take part in efforts to improve them?

The Report of the Legal Committee of the Council indicates methods. See page 9.

3. Do you know women and girls who suffer in health and in spirits on account of infringements of the Factory and Public Health Acts?

Word sent to the Women's Industrial Council will ensure that the proper authority is at once informed, and the matter will be put right in confidence and without publicity. See page 9.

4. Do you know women or girls engaged in industries who need the help of a Solicitor?

The Council's Honorary Solicitor advises gratuitously as a Poor Woman's Lawyer. See page 9.

5. Are you interested in Working Girls' Clubs?

The Council provides a Lending Library for them, and also helps to train girls in citizenship through the Clubs' Citizen Committee. See pages 11 and 12.

6. Are you interested in the after lives of girls leaving the Elementary Schools?

The Education Committee of the Council is in many different ways helping this cause, and the Training School Committee trains girls as children's nurses. See pages 7 and 8.

7. Do you want to provide domestic work for poor women, or are you ever in need of domestic help, charing, cooking, housework, caretaking, dressmaking, etc.

The A.T.C. has, during the past twelve years, brought thousands of employers and women together. See page 12.

8 Will you join a society where social and industrial problems are discussed by means of conferences, meetings and publications (see pages 5, 8, 9, 11, 13, 14), **on the basis of accurate knowledge of the facts, with freedom from all party bias?**

Then join the Women's Industrial Council, a body of men and women interested in the industrial welfare of women and children.

WHAT THE COUNCIL IS AND DOES.

HISTORY.

The Women's Industrial Council has been in existence since 1894, when it grew out of the Women's Trade Union Association which, since the great Dock strike in 1889, had been doing valiant service in the East End of London. The preliminary work carried on during those years showed how desirable it was to establish a permanent association on a broad basis for the purpose of watching over the interests of women engaged in trades, and over all industrial matters which concern women. That is what the Council was formed to do, and it has confined itself to this, its special duty. Rather than run the risk of overlapping, it prefers to co-operate with other societies which deal with the interests of professional women, of the poor as such, and of children, except in so far as they are engaged in trades.

OBJECT.

The object of the Women's Industrial Council, briefly summarized, is the improvement of all industrial conditions, whether general or special, in which women are concerned. To attain this object, the Council has to be continually alert and active in ways of which the following are the more important.

ACTIVITIES.

1. Men and women interested in the industrial welfare of women and children are united in common action.

The Council is non-party and unsectarian, and therefore on industrial questions helps and claims help from all parties in the State. The Executive Committee and Council are representative of all political parties and of various denominations.

2. Members are informed of all events that concern the industrial life of women and children.

This is done through the quarterly organ, "The Women's Industrial News," and the pamphlets on industrial subjects issued from time to time.

3. Accurate information concerning the industrial life of women and children is collected and published.

It has published two Reports on the Home Industries of Women in London in 1897 and in 1908; also Reports on Individual Trades, such as Laundry Work, Millinery, Tailoring, Jewellery, etc. It has just completed an enquiry into the Industrial Employment of Married Women and Widows, the results of which will be published shortly.

4. Action on all such legislation as will further the industrial welfare of women and children (whether by promoting Bills, giving evidence or sending deputations, etc.), is considered and, as occasion requires, taken.

E.g.—The Home Industries Bill; the Factory and Workshop Amendment Act; the draft order re Florists' Assistants; the formation of the Women's Work Committee (Central Unemployed Body), etc.

5. Women engaged in industries are assisted to secure their legal rights.

E.g.—The following reported cases: Davies v. Lipton; Butler v. Whiteley; Daigle v. L.G.O. Co.; and many others.

6. Representative Conferences on industrial questions which concern women and children are organised.

E.g.—The Conference on the Training of Girls as Children's Nurses, 1904; the Conference on the Unemployment of Women dependent on their own earnings, 1907; the Conference on the Industrial Training of Women and Girls, 1908; the Conference on Underground Workrooms, 1909; and that on the Technical and Domestic Training of Girls, 1910.

7. Useful experiments in industrial education are suggested and carried out.

E.g.—Trade Schools for Girls, adopted by the Education Committee, L.C.C., and the Scheme upon which the Council is at present working for training girls as children's nurses.

8. Organisations likely to increase the industrial welfare of women and children are initiated.

E.g.—The Clubs' Citizen Committee; the Girls' Club Library; the A.T.C., an Association for Trained Domestic Workers.

The Committee on Wage Earning Children, the Apprenticeship and Skilled Employment Association, and the Clubs' Industrial Association (now the Industrial Advisory Committee of the National Organisation of Girls' Clubs), have developed from the Council's activities in these directions.

9. Lectures on industrial questions are provided for any audience in any part of the kingdom.

A list of about 150 lectures is published each year.

CONSTITUTION AND MEMBERSHIP.

The Council consists of a considerable number of persons living in different parts of the country and engaged in every variety of social work. It has just become incorporated as a Limited Company under the Licence of the Board of Trade. It is wholly unsectarian and independent of party, and has a wide connection and varied experience upon which to draw. New members are admitted by election on the nomination of two members; in order that no one may be deterred from joining for financial reasons, the subscription is left to the generosity of members, with a minimum of one shilling. A very large number of persons subscribe to the Council without actually becoming members. Membership gives the right to attend the Council Meetings, to move, and vote on, resolutions, and otherwise to influence corporate action.

It is impossible here to do more than outline the work done by the Council, but a few of the outstanding features in the work of each of the Committees, together with the chief business now in hand, are given below.

Further enquiries are invited, and a copy of the Annual Report and of the Council's quarterly magazine, "The Women's Industrial News" (price 2/- per annum, post free) will be sent free on application.

THE INVESTIGATION COMMITTEE.

Chairman: MISS CLEMENTINA BLACK.

Hon. Secretary: MISS M. S. BARLOW, B.A.

The work of the Investigation Committee is that of an intelligence department which maps out the work of all the others; for without full investigation it is impossible either to legislate or to organise wisely. Nothing at the present time needs more patient, accurate examination than industrial problems, and of all such questions none are more difficult to understand, or to deal with, than those which affect women. This Committee, strengthened by volunteers drawn from the Settlements and elsewhere, undertakes from time to time to investigate in one of its chief centres the actual conditions of a given trade in which women are employed. This entails systematic visits of enquiry to employers, factories, workshops, home workers, employees, trade union and other officials, and then the drafting of a report with tabulated results. All the information collected during the course of investigation is placed at the service of the Apprenticeship and Skilled Employment Association, which the Women's Industrial Council was partly instrumental in founding, and its affiliated societies.

PAST WORK.

Shop Assistants. The Investigation Committee made the condition of shop assistants in London one of the first objects of enquiry, and the series of articles in the *Daily Chronicle*, which aroused much attention and were subsequently republished in pamphlet form, were founded mainly upon the Council's Report, which may be consulted at the office by permission of the Chairman and Secretary of this Committee.

Home Industries. One of the important tasks undertaken by the Committee was an enquiry into the condition of the poorest and most helpless of the industrial army, namely, women home-workers. The record of this work was published in volume form as " Home Industries of Women in London, 1897. Report of an Enquiry into thirty-five trades by the Investigation Committee of the Women's Industrial Council." Ten years later a fresh enquiry was undertaken into the same subject, and as far as possible the same cases were visited again. In 1907 an Interim Report was issued, and in 1908 the complete report was published in " Home Industries of Women in London; with an account of the development and present conditions of Home Work in relation to the legal protection of the workers, and some accounts of foreign experiments in legislation." (A few copies of the first of these three reports are still obtainable, price 1/3 each, post free.)

Women Printers. The result of another important enquiry undertaken by the Committee is embodied in a volume bearing the title " Women in the Printing Trades," edited by Mr. J. Ramsay MacDonald, M.P. On the special committee formed for this piece of work, the Royal Economic Society and the Royal Statistical Society were represented.

At the request of the Committee of the Economic Section of the British Association, the Women's Industrial Council furnished a report on the effect of legislation on women's labour in the *Tailoring Trade.*

Reports on Trades. The Committee has also investigated various subjects relating to the employments of women enumerated below. Reports of these have appeared in the Women's Industrial News; those marked with an asterisk are out of print, but file copies may be consulted in the office. A few copies of the other Reports can still be purchased, price 6d. each, post free: —

*1. Fur-pulling. March, 1898.
*2. Typing. June and September, 1898.
*3. Boot Trade. September, 1898.
*4. Printing Trades. December, 1898.
*5. Straw Plait Industry. September, 1899.
*6. Occupations followed by Girls on Leaving School. March, 1900.
*7. Upholstery. March, 1900.
*8. Domestic Service. March, 1900, and June, 1901.
*9. Birmingham Pen Trade. June, 1900.
*10. Cigar Making. September, 1900.
*11. Pharmacy. June, 1901 .
*12. Clothing Trade in Amsterdam. September and December, 1901.
13. French Polishing. March, 1902.
*14. Sanitary Inspecting. March, 1902.
15. Machining. March, 1903.
16. Artificial Flower Making. June, 1903.
17. Fruit Picking. September, 1903.
*18. Jewel Case Making. June, 1904.

*19. Embroidery. September, 1904.
20. Tailoring. September and December, 1905.
21. Millinery. March, 1906.
*22. Jewellery Trades. March, 1907.
23. Laundry Work. June, 1907.
*24. Unemployment of Women. December, 1907.
25. Boxmaking. September, 1908.
26. Technical Training. December, 1908.
27. Fines and Deductions in the Metal Trades. July, 1909.
28. Wire Mattress Making Trade. April, 1911.
29. Operations under the Trade Boards Act. April, 1911.

Present Work.

The Committee is at present engaged in drawing up the report of an extensive enquiry, which has been carried on for the last two years in the Provinces, as well as in London, into the effects, social, economic and hygienic, of the industrial work of married women and widows. This report will be edited by Miss Clementina Black and published, it is hoped, towards the end of 1911.

The Committee has just completed an enquiry into the small trade of Wire-mattress Making, one of the trades not included in the volume " Trades for London Girls," in which the Apprenticeship and Skilled Employment Association published the result of its own and the Council's enquiries.

Future Work.

In the interests of the Training School started by the Education Committee, the conditions of work of girls as *Children's Nurses* will occupy the attention of the Investigation Committee during 1911, and it is further proposed to enquire into the work of *Waitresses*, and possibly into other branches of women's work.

THE EDUCATION COMMITTEE.

Chairman: Mrs. Frederic Franklin.

Hon. Sec.: Miss E. M. Zimmern.

Past Work.

Wage Earning Children. The whole enquiry into the work for wages of school children was first initiated and largely carried on by members of the Council under the late Mrs. F. G. Hogg's direction. The results were published by her in the " Nineteenth Century," August, 1897. Her articles attracted great attention; Sir John Gorst made an enquiry among teachers and managers in Public Elementary Schools, and the outcome was an Inter-Departmental Committee on the Employment of School Children, which reported to Parliament after much evidence had been taken. A Bill was drafted, which became law, and is now consolidated in the Children Act, 1909. The Committee on Wage Earning Children [Hon. Secretaries: Miss Adler, L.C.C., and

Miss Constance Smith, 31, Moore Street, S.W.] which continues to watch over those special interests, was formed by the Women's Industrial Council and the National Union of Women Workers in 1899.

Technical Training and Trade Schools. The repeated representations made by the Committee led in part to the London County Council appointing a special committee of the Technical Education Board to enquire into the technical education provided for girls, and it was in accordance with evidence given by the Women's Industrial Council that, in September, 1904, a Day Trade School for waistcoat making was opened at the Borough Polytechnic. Through the initiative of the late Mrs. Oakeshott other schools for dressmaking, ladies' tailoring, the designing and making of ready-made clothing, corset-making, millinery, laundry and photographic trades have since been opened at the Borough and Woolwich Polytechnics, the Shoreditch and Paddington Technical Institutes, and the Bloomsbury and Hammersmith Trade Schools for Girls. A National Conference on the Industrial Training of Women and Girls was held by the Women's Industrial Council, at the Guildhall, on October 6th, 1908. The question of Day Trade Schools for Girls was thoroughly discussed, and the result was seen in the increase of the number of such schools for girls in London and a growth of interest in the question in other parts of the country. A second Conference on Domestic and Technical Training for Women and Girls was held during the important Women's Congress at the Japan-British Exhibition in July, 1910.

Present Work.

Children's Nurses. The Committee is now turning its attention to the question of Day Schools or Training Homes, where girls from the Elementary Schools shall be able to obtain practical training in the care and management of babies and young children. A scheme has been drawn up which recommends at least a year's course at a training home, and the Council is at present engaged in starting an institution of its own at 4, King Edward Road, Hackney, N.E., which it is hoped will prove a useful model to be followed in other parts of the country, and will induce public authorities to take action in the matter.

Lectures. The Committee carries out educational work in a strict sense by arranging lectures for every kind of society, which are given by volunteers drawn from among a large number of members and friends. A small postage fee is charged for arranging these lectures; societies having funds are asked to give a donation to the Council, while to those which have no funds the lectures are free. The number and variety of

applications received for the Council's lectures amply prove the usefulness of this part of the Committee's work.

Propaganda. The Committee also organises many public lectures and undertakes a considerable amount of useful propaganda work on behalf of the Council.

THE LEGAL COMMITTEE.

Chairman: Miss B. L. Hutchins.

Hon. Sec.: Miss V. M. Shillington, D. Sc.

The work of the Legal Committee is twofold in character; on the one hand, it watches the administration of existing legislation in the interests of women and girls, and on the other, it considers the necessity for fresh legislation and uses every means of criticising or supporting the measures that are brought forward in the interests of women.

Methods of Work. Practical action is taken by the Committee; questions are asked by members in the House of Commons; amendments to Bills are promoted; petitions and deputations are arranged, and public attention is called to matters of urgent reform in the press and elsewhere. It also forwards complaints of breaches of the Factory and Public Health Acts to the proper authorities, and through its Honorary Solicitor provides free legal assistance to poor women and girls engaged in industries.

Past Work.

The Truck Act. In the first year of the Council's existence the Legal Committee organised a deputation to the then Home Secretary, Mr. Asquith, which led to amendments to the Truck Act, and to the change in the date of the registration of Outworkers from the slack to the busy seasons.

Home Work Regulation Bill. Following up the results of the Investigation Committee's first report on Home Industries of Women in London, the Legal Committee drafted the Home Work Regulation Bill. It was dropped on the passing of the Trade Boards Act, which introduced the principle of the fixing of a minimum wage by legislation and assured a better standard of life to some of those most in need.

Unemployment among Women. Another class of women whom the Women's Industrial Council has been able to help in times of unemployment is those dependent on their own earnings. In a Memorandum addressed in December 1904, to the Central Committee and Local Distress Committees for dealing with unemployment in London, the Committee made recommendations as to the best methods of helping unemployed women. Some of these, such as the provision of workrooms for women, have since been adopted. During and after the

passing of the Unemployed Workmen Act of 1905, the Council again pressed the claims of women and girls and sent a somewhat similar Memorandum to the Central Unemployed Body for London, and finally succeeded in obtaining the appointment of a Special Women's Work Sub-Committee. It also gave evidence to the Poor Law Commission, and held a highly successful Conference in the Guildhall on the subject of Unemployment of Women dependent on their own earnings, in October, 1907. (See also the Report of the A.T.C., page 12).

Evidence before the Royal Commission on Divorce and Matrimonial Causes. A good many cases of the hardship entailed on women by the present system of payment of maintenance grants to those who have obtained separation orders came to the notice of the Investigation Committee during its enquiry into Married Women's Work. These formed the basis of the evidence which this Committee offered to the Divorce Commission in the autumn of 1910.

The above are the principal cases in which the Committee has given evidence before Royal Commissions, etc., but evidence has also been given before various Government Departments on such subjects as *Laundry Legislation*, and *Florists' Orders*. The latter is an instance of the practical need for constant attention to the administration of existing laws. The Home Office issued Orders which granted florists' shops exemptions from certain sections of the Factory and Workshop Acts. The W.I.C., together with the Women's Trade Union League and other societies, were successful in proving that no real necessity existed for such exemptions, and they have been withdrawn.

PRESENT WORK.

Underground Workrooms. The injurious effect of underground workrooms on the health of workers has often arrested the attention of club workers belonging to the Women's Industrial Council. In consequence of this, a Conference was held on the subject in December, 1909, and a deputation, introduced by L. Atherley Jones, Esq., K.C., M.P., and attended by many M.P's., Medical Officers of Health and others, was received by the Home Office and the Local Government Board jointly. (See W.I. News, April, 1911.)

Parliamentary Bills. In the autumn of 1910 the Committee had under consideration several Bills affecting women:— The Shops (No. 2) Bill was thoroughly discussed and received general approbation. There are, however, several points in which amendment seems desirable, such as the spells of long hours, the question of definite temperature and the necessity of giving opportunity to use the seats which are required to be provided, but which the assistants may be practically prohibited from using. The Health Visitors Bill met with considerable

opposition and criticism, on representations that as the work assigned to the proposed Health Visitors was already being done by existing officials in many places the new appointments would be unnecessary. Letters were drafted embodying the Committee's views, and sent to the proper quarters. In all these matters, when the Committee acts, it does so as far as possible with, rather than against, the various Government Departments.

FUTURE WORK.

In addition to the work of continuously watching proposed legislation and the administration of existing legislation, the Committee intends in the immediate future to devote special attention to *the working of the Street Trading of Children regulations and the management of Unemployed Women's Workrooms.*

THE PUBLICATIONS COMMITTEE.

Chairman: MISS B. L. HUTCHINS.

Hon. Sec.: MISS WYATT PAPWORTH.

This Committee has recently been formed to take over the work carried on till now by a Sub-Committee of the Education Committee and by the Editor of the Women's Industrial News. The quarterly organ of the Council, besides offering one or two articles of general interest, helps to keep members in touch with the work of the whole Society and of the Committee and is also to a small extent a source of profit to the Council's funds. Penny pamphlets and leaflets on Labour Laws for Women and Children in different countries, and other subjects concerning the industrial aspects of women's life and work are issued from time to time and are a useful means of increasing general knowledge of these matters. A list of the principal articles that have appeared in the News will be found on page 13. For list of recent publications see page 14. The subscription to the News is 2/- per annum, post free. Single copies 6d.

CLUBS' CITIZEN COMMITTEE.

President: MRS. BENNETT.

Hon. Sec.: MISS E. M. ZIMMERN.

Object. The Clubs Citizen Committee exists to promote the principle that the industrial as well as the other phases of the lives of working girls must be considered in the education work carried on by leaders of girls' clubs. The Committee also proves a very valuable medium for collecting information with regard to any matter concerning working girls, as for example, recently, that of the conditions in underground workrooms, out-patients' departments of hospitals, etc.

Method. The girls themselves take an active share in the work of the Committee and elect a chairman and a secretary from amongst themselves. Informal monthly meetings of delegates from the affiliated clubs are held, at which industrial law and industrial subjects of special interest to working girls are discussed. General social meetings are also held from time to time. New clubs will be welcomed as members.

CENTRAL LENDING LIBRARY FOR WORKING GIRLS' CLUBS.

Hon. Librarian: MISS M. O. SALTMARSH.

The Girls' Club Library is a loan collection of works of fiction, history, biography, fairy tales, works on science and industrial subjects, which is constantly renewed and brought up to date and is distributed in boxes to the subscribing clubs. A selection of forty-five books is made by the clubs themselves, these are exchanged once or twice yearly; five shillings for one and ten shillings for two exchanges. Carriage is paid both ways for London and Suburban clubs. Country clubs pay carriage both ways.

THE A.T.C. AND DOMESTIC WORKERS' ASSOCIATION.

Chairman: MRS. FREDERIC FRANKLIN.

Hon. Sec.: MISS HELEN TAGART.

The Association for Trained Charwomen is a voluntary association which endeavours to assist women in their search for domestic work. It is not a registry, although it is licensed as such under the L.C.C. regulations. It includes domestic workers of 37 different classes now numbering some 1,300 women. During the last 3 years nearly 4,000 engagements have been effected through this Association. Founded, originally, to help a few charwomen—one of the most helpless classes in the community—to get and keep work by doing it better, it has developed in response to a growing demand on the part of employers into a sort of Labour Exchange for women, many of whom are referred to it by the Central Unemployed Body, the Distress Committees and the Government Labour Exchanges of London. The A.T.C. has its own Advisory Committee, and a copy of the Report and Balance Sheet will be forwarded on application. The work of this branch of the Council's work is one that ever needs fresh support in the shape of applications from those seeking domestic help, for the number of applicants for work increases by hundreds each year.

Index to Important Articles in the "Women's Industrial News."

Price 6d. each, post free.

A Day Trade School for Girls. Mrs. Oakeshott.....Sept., 1905
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Artificial Flower Making. Mrs. Oakeshott.....June, 1903
Blind Alley Occupations. R. H. Tawney.....Oct., 1910
Boxmaking Enquiry.....Sept., 1908
Child Emigration to Canada. E. M. Zimmern.....Jan., 1910
Conference on the Technical Training of Women and Girls.....Dec., 1908
Domestic Service. P. V. Migels.....June, 1901
Dressmaking, Technical Classes and the Trade. M. K. Bradby...Dec., 1903
Embroidery Report (Pt. 1). Mrs. Oakeshott.....Sept., 1904
Equal Pay for Equal Work. Mrs. Hammond.....Sept., 1904
Fines and Deductions in the Metal Trades. Mrs. F. T. Ring.....July, 1909
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Human Documents. M. G. Bondfield.....July, 1909
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Jewel-Case Making. Mrs. Hammond.....June, 1904
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Licensing Laws for Home Workers in U.S.A.....March, 1901
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Machining. Miss Lloyd Davies.....Mar., 1903
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Rate of Women's Wages. Mrs. E. J. Macrosty.....July, 1910
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Regulation of Wages in the Australian Colonies.....March, 1905
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Report on the Effect of Outdoor Relief on Wages. B. L. Hutchins...Oct., 1909
Report on Millinery.....Mar., 1906
Review of the Report of the Technical Education Board. Mrs. Oakeshott Mar., 1904
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Women in the Printing Trades: A Review.....June, 1904
Women Polishers. Mrs. Oakeshott.....March, 1902
Women Workers in Finland. Mme. Aino Malmberg.....July, 1909
Women's Work in a Fruit Farm in Scotland. M. H. Irwin.....Sept., 1903

INTENTIONAL SECOND EXPOSURE

Method. The girls themselves take an active share in the work of the Committee and elect a chairman and a secretary from amongst themselves. Informal monthly meetings of delegates from the affiliated clubs are held, at which industrial law and industrial subjects of special interest to working girls are discussed. General social meetings are also held from time to time. New clubs will be welcomed as members.

CENTRAL LENDING LIBRARY FOR WORKING GIRLS' CLUBS.

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Hon. Sec.: MISS HELEN TAGART.

The Association for Trained Charwomen is a voluntary association which endeavours to assist women in their search for domestic work. It is not a registry, although it is licensed as such under the L.C.C. regulations. It includes domestic workers of 37 different classes now numbering some 1,300 women. During the last 3 years nearly 4,000 engagements have been effected through this Association. Founded, originally, to help a few charwomen—one of the most helpless classes in the community—to get and keep work by doing it better, it has developed in response to a growing demand on the part of employers into a sort of Labour Exchange for women, many of whom are referred to it by the Central Unemployed Body, the Distress Committees and the Government Labour Exchanges of London. The A.T.C. has its own Advisory Committee, and a copy of the Report and Balance Sheet will be forwarded on application. The work of this branch of the Council's work is one that ever needs fresh support in the shape of applications from those seeking domestic help, for the number of applicants for work increases by hundreds each year.

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